

# KPMG Powered HR

Accelerated HR Transformation  
Enabled by Cloud Technology

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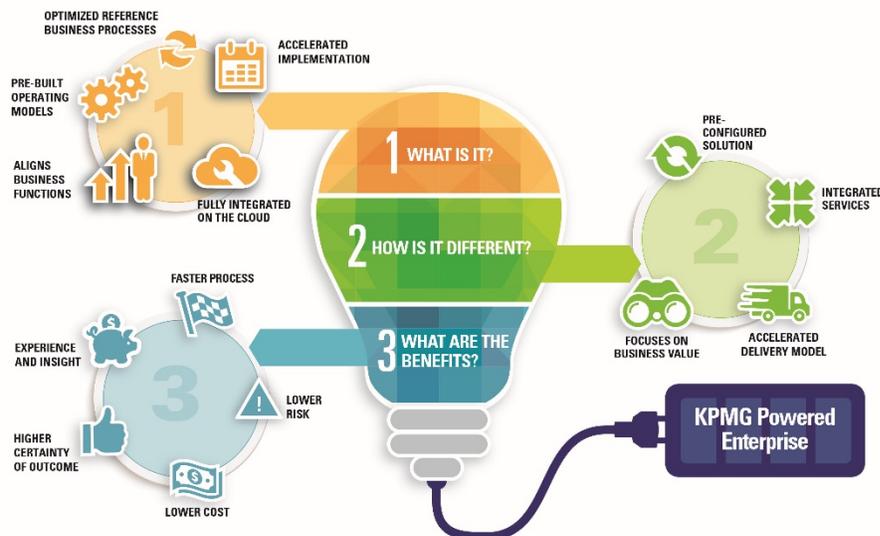


## While others are thinking about the future, we've built it.

The list of challenges facing organizations is growing longer by the day: globalization, new market entrants, regulatory compliance, technology disruption, and changing demographics are just some of the challenges. None of these challenges are going away anytime soon. Many of these challenges affect people in the workplace, including the need to engage employees in the business's purpose, find scarce skills, and operate in an agile way in order to keep up with, and beat, the competition. In the face of all this, the HR function has a choice: it can choose to merely be a cost center, focusing on efficiency, with occasional forays into 'best practices' and benchmarks; or it can choose to be a value driver and a source of competitive advantage in the business. Organizations that acknowledge people as their most valuable asset in achieving competitive advantage and those who see their HR function as a strategic asset, will cut through the complexity with Powered HR.

KPMG Powered HR is a complete, end-to-end, solution that delivers your strategically aligned HR operating model, organization structure, roles, processes, pre-configured cloud technology, analytics and decision support; all in service of driving value in your organization. As a result, we accelerate time to value and at a lower overall cost.

## KPMG Powered HR Driving Cloud-enabled HR transformation



To fully utilize cloud technology, organizations should operate with an integrated solution that embraces their operating and service delivery model. We believe that 70-80 percent of your organization's HR operating and service delivery model is standard in nature. By recognizing the standard processes, real value can be established by minimizing the time and effort to design and implement a core HR solution.

Powered HR's standardization of 70-80 percent of your HR function provides you with the opportunity to focus on the 20-30 percent that is unique to your business and drives strategic value. KPMG Powered HR offers an accelerated delivery through a 'Window of Opportunity' approach. This approach provides you with the tools to develop an HR strategy which will be fully integrated with the corporate strategy, design an efficient and value adding TOM, focus on developing a dashboard to provide predictive forward looking analytics, and implement a development plan to provide the new skills that will be required by members of the HR function. Powered HR utilizes leading practice techniques and processes, such as U-Collaborate, crowd sourcing, bio analytics, and business partner academies.

## Potential benefits of KPMG Powered HR include:



### Insight and experience:

Powered HR harnesses the insights and extensive experience from KPMG to help ensure that your technology is a strategic enabler and supports the business objectives. We work to ensure you focus on the aspects of HR which drive value.



### Higher certainty of outcome and lower risk:

Cloud technology should be an investment - not a guessing game. We have built in tools and methods to reduce the risk of technology change.



### Faster process:

Let us handle the details. We have streamlined the HR transformation process, allowing you to adopt quickly and efficiently. We have also standardized and simplified HR processes across your company so its quick to achieve HR Transformation.



### Lower cost:

Cost savings at implementation and in the longer term.



### KPMG Powered HR helps to enable you to:

Completely transform your HR function using the latest cloud technology as a significant enabler to drive change. We help ensure your HR function is structured and capable of driving tangible value to the business.



### Are you ready for a HR transformation?

- Has your organization realized the benefits of the investments made in the HR function?
- Is HR meeting the changing needs of your organization?
- Is the complexity or maturity of your technology environment limiting the ability of your HR function?
- Are you struggling to maximize the ROI from a potential cloud technology investment?
- Is now the time to evaluate a cloud platform for HR?
- In the next 12 months, is your HCM due for an upgrade?

**If you answered yes to any of these questions, you need KPMG Powered HR.**

## Driving value

KPMG Powered HR can help maximize the value of the HR function to your business by creating an evidence-based HR function, optimized by cloud technology. KPMG Powered HR is delivered using a well-established, accelerated methodology to help you implement up to 50 percent more quickly, and at 50 percent less cost than the norm. Powered HR's accelerated delivery allows for more efficient planning and effective decision-making with minimal disruption to your business.

KPMG Powered HR empowers you to gain valuable insights through big data to advance the future of your organization.

**How will you power the future of your HR? Contact us today to learn more.**

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